



# U.S. COAST GUARD



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### Flag Voice 189

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### JOINT RATING REVIEW (JRR) TRANSITION UPDATE

Implementation of the JRR is well underway. ALCOAST 515/02 described the current status, but I have received many questions about JRR and the training that will occur to ease the transition to the new ratings. This Flag Voice discusses the current state of the training involved with JRR, and what we are putting in place to support our people and readiness.

**A Schools:** The new BM and IT "A" schools have convened their first classes. The first BM "A" school graduates have already arrived at field units beginning in December of 2002. OS "A" school began on 17 February 2003 and the new ET "A" school will convene the first classes 3 March 2003. These new schools will lay the foundation of the new JRR ratings by providing graduates the entry-level skill sets to be successful as they begin to master these new rates.

**Transitional Training for people already in the field:** In order to grow personnel in the field within any given Coast Guard rating, we rely heavily on the use of non-resident correspondence courses, on-the-job training (OJT), and formal "C" schools. For the JRR ratings, this is no different.

The JRR curriculum development teams at TRACEN's Yorktown and Petaluma have developed a new type of correspondence course called a Performance Qualification Guide (PQG). The current correspondence course system has become somewhat inflexible and primarily knowledge (vice performance) focused, making it difficult to link final field performance to the completion of the Enlisted Performance Qualification's (EPQ's). This new PQG links knowledge to the actual performance required in the EPQ's, steps the individuals through the requirements, and provides field units the ability to account for when an individual completes any given EPQ and the tasks within.

The BM3 PQG, critical to the BM striker program, is under final review and should hit the field in early spring this year. The remaining BM, OS, IT & ET PQG's will be implemented throughout this spring and early summer.

Additionally, all original class "C" schools remain in place to meet the detailed skill set needs at many units. These are available through the normal training request process. The National Search and Rescue (SAR) "C" school that normally hosted multiple ratings will now see classes primarily consisting of OS's as they begin to bear the primary responsibility of being the service's SAR experts. The cutter (advance navigation & deck handling) and boat forces (small boat crewmember) strands of the new BM "A" Schools focus on training apprentice Boatswain Mates. Seats in these courses may be available for strikers and legacy BM's and QM's. Non-TT personnel (TCs, ETs, MSTs, YNs) moving into the new IT rating will have an opportunity to attend the IT transitional "C" school established at TRACEN Petaluma. The first of several classes convened on 10 FEB 03. The school will train traditional TT skills sets to complement the strong computer systems skills of those selected to be IT's.

For cutter personnel, Chief, Office of Cutter Forces (G-OCU) has revised the cutter Master Training List (MTL) based on the new JRR ratings and expects release in

early spring this year. This important document will add further guidance to the cutter fleet by mapping specific cutter training requirements and provide for vital pre-arrival (pipeline) training.

Transition into these new ratings has been ongoing since January 2001 when the Commandant made the final decision to establish the JRR ratings and proactive units started liberal cross- training programs. However, the benefits of what personnel within these new ratings will provide for the Coast Guard will not be seen instantaneously. Full realization of the benefits will occur as members complete training, progress through the advancement process and transfer into billets fully aligned with the new ratings.

The role of supervisors and effected servicemembers: Know the new JRR ratings. Don't rely on rumors. Review the EPQ's as they provide the rating standards. Review your Rating Force Master Chief's Force Notes for the latest information on your new rating. Ensure you understand what is expected of you both as a supervisor and/or as a member of these new ratings. Start looking at what it will take to succeed in the new rating and how to position yourself to obtain the right experience to grow within the rating. Systems are being put in place to make sure everyone has the opportunity to succeed if they so choose.

My role: I am here to ensure we succeed in meeting the people needs of the Service and to listen to your concerns and issues. JRR is the largest reorganization of the enlisted workforce since WW-II. I expect that we will have to make adjustments as our performance requirements change due to the addition of new equipment and evolving mission requirements. I have a full time staff of professionals as part of the Future Force staff that are ready to listen to your questions/comments and keep me apprised of your concerns. My primary points of contact are LCDR Gary Bruce, JRR Implementation Team Leader, at (202) 267-2469 and LT Fred Seaton, JRR Implementation Team Staff, at (202) 493-0176. I encourage you to contact them with your questions/comments or visit our web site at the URL provided below.

More details on JRR implementation can be found at the following:

JRR Web Site: <http://www.uscg.mil/hq/g-w/jrr/>

JRR Advancement Matrix: [http://www.uscg.mil/hq/g-w/jrr/files/advancement table.xls](http://www.uscg.mil/hq/g-w/jrr/files/advancement%20table.xls)

Force Notes: <http://cgweb.uscg.mil/g-cmcpo/1force/force.htm>

Flag Voice 161: <http://www.uscg.mil/hq/g-w/flagvoice/fv161.htm>

Regards,

*RADM Kenneth T. Venuto*  
Ken Venuto

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